

FINAL

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2008 – March 31, 2009

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Weekend News Anchor	1-26, 28, 37	28
Weekend News Anchor	1-26, 37	25
11pm News Anchor	1-26, 28, 37	28
News Producer	1-26, 28, 37	28
Overnight Camera/MCR/Editor	1-21, 23, 36	36
Internet Account Executive	22-24, 27-28, 38	23

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	LKLP C.A.C., INC. Judy Keen, Supervisor, P. O. Box 340 Jeff, KY 41751-0340, Telephone # 606-439-1362	N	0
2	Lincoln Memorial University Cynthia Smith Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611	N	0
3	Cabinet/Workforce Development Department of Employment Services Paul Olinger P. O. Box 7130, 742 High Street Hazard, KY 41702 Telephone # 606-435-6038	N	0
4	Midway College, Career Placement Attn: Sarah Morgan 512 E. Stephens Street Midway, KY 40347 smorgan@midway.edu Telephone #859-846-5390	N	0
5	NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0
6	Fugazzi College Jean Combs, Community Affairs Dir. 407 Marquis Avenue Lexington, KY 40502 Telephone # 606-238-2118	Y	0

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7	Morehead State University Career Services, Attn: Mike Hooper 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233 http://morehead-csm.symplicity.com/employers	Y	0
8	Hazard Technical College John Hugo Back 101 Vo-Tech Drive Hazard, KY 41701 Telephone # 606-435-6101	Y	0
9	Hazard Community College Pamela Banks, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721	N	0
10	Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136	Y	0
11	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	Y	0
12	University of the Cumberlands Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259	Y	0
13	Eastern Kentucky University Career Services, Attn: Laura Melius CPO SSB 62 521 Lancaster Avenue Richmond, KY 40475 Telephone # 859-622-1568 http://eku-csm.symplicity.com/employers	Y	0

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14	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0
15	Pikeville College Brenda Maynard, Dir. Of Career Dev. 147 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319	Y	0
16	Southeast Community College Kay Jarrell 300 College Road Cumberland, KY 40823 Telephone # 606-633-0279	N	0
17	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	Y	0
18	University of Tennessee- Career Services Attn: Shawna Bussell 100 Dunford Hall , 915 Knoxville, TN 37996 Telephone # 865-974-5435 Fax # 865-974-6497 sbussell@utk.edu	Y	1
19	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 rbanks@gwmail.kysu.edu Telephone # 502-597-5998	N	0
20	University of Kentucky Career Center Jody Jelinek, Job Opportunity Specialist 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746	Y	0

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21	Western Kentucky University Attn: Judith Owen, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756 Top Jobs www.wku.edu/CareerServ/employer.htm	N	0
22	Posting on WYMT-TV's website.	N	4
23	On-Air Announcement on WYMT-TV	N	4
24	Internal Transfer/Promotion	N	1
25	www.TVJobs.com	N	5
26	www.Medialine.com	N	0
27	Employee Referral	N	2
28	Non-Employee Referral	N	6
29	Walk-In/Self-Referral	N	0
30	Ad in <i>Hazard Herald Voice</i> Newspaper Attn: Jenny Jones Fax # 606 436-3140	N	0
31	Ad in <i>Middlesboro Daily News</i> Newspaper Attn: Mary Gordon Fax # 606 248-7614	N	0
32	Ad in <i>Troublesome Creek Times</i> Newspaper Attn: Mike Sexton Fax # 606-785-0105	N	0
33	Ad in <i>The Mountain Eagle</i> Newspaper Attn: Pam Walker Fax # 606-633-2843	N	0
34	Ad in <i>Harlan Daily Enterprise</i> Newspaper Attn: Wylene Minniard Fax # 606-573-0042	N	0
35	Ad in <i>Sentinel Echo</i> Newspaper Attn: Karen Brummett Fax # 606- 878-7404 Email: classdisplay@sentinel-echo.com	N	0
36	Former employee (re-hire)	N	1
37	Collective Talent	N	1
38	FindKYJobs.com website	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			27

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WYMT-TV general internships are available to students who exhibit an interest in, or are pursuing a career in broadcasting or a related field. During the reporting period, the station hosted 3 interns: 1 in the weather department, 1 in the news department, and 1 student in the sports department.
2	Participate in job fair	WYMT-TV's Technical Manager attended Hazard Community & Technical College's Career Fair, on Lee's College campus (Jackson, Kentucky) on April 2, 2008.
3	Participate in job fair	WYMT-TV's General Manager attended Union College's Career Fair, on campus (Barbourville, Kentucky) on November 14, 2008.
4	Participate in job fair	WYMT-TV's General Sales Manager attended Pike County's Career Fair on Pikeville College's campus (Pikeville, Kentucky) on February 26, 2009. This event was a co-hosted by Pikeville College, National College, Big Sandy Community and Technical College, Community Action Partnership and Eastern Kentucky JobSight.
5	Event or program sponsored by educational institution relating to career opportunities in broadcasting	On May 12, 2008, WYMT's morning weather anchor and WYMT's satellite truck operator participated in Lost Creek Elementary's Career Day in Lost Creek, Kentucky. WYMT's staff gave the students a presentation on news gathering, weather forecasting, and satellite truck operation. The satellite truck was on site for tours and demonstration purposes.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Event or program sponsored by educational institution relating to career opportunities in broadcasting	The station participates in mentoring and shadowing programs of regional elementary schools, high schools, and colleges/universities. The station allows students to come in and observe station operations, personnel and tasks during business hours. On January 5, 2009, the station allowed 1 mass communications student from Union College to shadow WYMT's news personnel for the day. In February, 2009, WYMT allowed 1 Ohio University communications graduate to shadow WYMT's sports personnel for two days.
7	Event or program sponsored by educational institution relating to career opportunities in broadcasting	The station continually informs elementary and high school students about job opportunities in the broadcast field by sending WYMT-TV staff members to various career fairs and school-sponsored programs. During the school year, Jim's Weather Class is a WYMT program through which teachers can call on the station's weather staff to visit their classrooms and discuss weather forecasting with the students. During this reporting period, WYMT's 6pm weather anchor participated in Weather Classes with Highland Elementary (Paintsville, Kentucky) on September 9, 2008, Prestonsburg Elementary (Prestonsburg, Kentucky) on September 24, 2008, Keavy Elementary (Laurel County, Kentucky) on October 22, 2008, Kimper Elementary (Pike County, Kentucky) on February 4, 2009, Barbourville Independent (Barbourville, Kentucky) on February 18, 2009, South Magoffin Elementary (Royalton, Kentucky) on March 6, 2009, and Harlan Elementary (Harlan, Kentucky) on March 10, 2009. The station promotes the availability of this Weather Class program on air and on the station's website.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Training of management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	All Department Heads, the EEO Administrator and General Manager attended in-house meetings to review the station's EEO procedures and hiring practices on March 4, 2009.
9	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	The Ralph Gabbard Memorial Broadcast / Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project. WYMT appointed an independent Committee (of which WYMT's General Manager, General Sales Manager and News Director are non-voting, active members) to oversee the scholarship selection process. WYMT staff handles most aspects of the scholarship program, including paperwork and correspondence, generating scholarship funds by securing business donations and soliciting Kentucky colleges and universities to match awards, and (in conjunction with the Committee) soliciting scholarship nominees from area high schools. WYMT films, edits and airs features highlighting the scholarship recipients and prints a tournament program highlighting current nominees and past recipients. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication. Three \$1,000 scholarships were awarded in January, 2009 to area high school seniors to assist in their continued education.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	The Tony Turner Memorial Broadcast Scholarship program is a spin-off of the annual WYMT-TV Golf Classic project. WYMT established a perpetual endowment fund with the Bluegrass Foundation in order to provide scholarships for aspiring broadcasters from the mountains of eastern Kentucky. WYMT-TV solicits the nominees from area high school guidance counselors, then a scholarship committee which includes three station employees, selects the winners. Collected entry fees for the station's annual Golf Classic, as well as donations from the general public, fund these scholarships. WYMT films, edits and airs a feature news package on the recipient within the golf show. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication. Three \$1,500 scholarships were awarded in March, 2009 to area high school seniors to assist in their continued education.